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Job Posting Title

HUMAN RIGHTS OBSERVER (HRO)

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08.11.2019

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Reference Code

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Job Title

Human Rights Observer (HRO)

Organization

The African Union was established as a unique Pan-African continental body. It is charged with the responsibility of spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa and African States; including promoting and protecting human rights and collective peoples' rights throughout the African continent.

In order to fulfil its mandate of promotion and protection of Human and Peoples Rights, fight against impunity and redressing the challenges related to Human Rights violations and rule of law in countries in crisis situation, countries in/or emerging from conflict, and as part of its contribution to stabilisation efforts, the African Union invites applicants who are citizens of Member States to apply for the position of Human Rights Observers for enrolment to the AU Roster of Human Rights Experts for future deployment.

Department

1. Post:
Job title: Human Rights Observer (HRO)
Grade: P 2 Step 5
Supervisor: Coordinator of Human Rights Observers
Directorate: Departments of Peace and Security and Political Affairs
Duty Station: Burundi
Number of posts: 1 (One)

Tasks

2. Major duties and responsibilities:

Under the supervision of the Coordinator of the Human Rights Observers and the overall supervision of the Special Representative of the Chairperson of the Commission (SRCC)/Head of the AU Mission in Burundi, the Human Rights Observer shall carry out the following duties:

- Monitor and document the human rights situation on the ground and report possible violations of human rights and international humanitarian law;
- Monitor and document the human rights situation of Burundian refugees in neighbouring countries, Burundian returnees in the country, as well as that of internally displaced persons and report possible violations;
- Ensure assistance and protection measures for individuals at risk and victims of Human Rights violations, liaising if necessary with relevant Human Rights partners and local authorities;
- Work closely with judicial authorities and law enforcement officers in order to ensure better administration of justice;
- Support the efforts of local authorities with advice for strengthening the promotion and protection of Human Rights and respect for the rule of law;
- Provide technical assistance in the establishment and functioning of National Human Rights Institutions;
- Organize training sessions on Human Rights for national institutions and stakeholders;
- Develop and maintain excellent working relationship with local Civil Society Organizations/international non-governmental and governmental organisations including United Nations agencies, and other relevant partners on issues related to Human Rights and democratic governance;
- Develop and maintain contacts and working relations with Burundian authorities and other local, regional and international actors;
- Engage in conflict prevention activities and peacebuilding efforts at the local level;
- Support, uphold and promote African and international values and instruments relating to Human Rights;
- Ensure acts of “Protection by Presence” and carry out Human Rights diplomacy at the local level that contributes to the de-escalation of tension;
- Develop and undertake capacity-building initiatives at the local level with long-term impact for violence mitigation/reduction;
- Encourage dialogue for the pacific resolution of conflicts among the local population;
- Make recommendations to the African Union Commission on the best way forward in addressing emerging situation in Burundi;
- Contribute to the drafting of various Human Rights briefings and reports (daily, weekly, monthly, quarterly, activity reports, etc).
- Undertake other Human Rights related duties assigned by the supervisor.

Requirements

1. Qualifications and Professional Experience Required:

A university bachelor’s degree in International Law, Human Rights, Political Science, International Relations, Global Studies or other social science disciplines related to the major duties, with a minimum of 3 - 4 years’ experience in the fields of Human Rights, humanitarian/refugees law or justice;

OR

A University Diploma in International Law, Human Rights, Political Science, International Relations, Global Studies or other social science disciplines related to the major duties, with a 10 years of experience out of which 5 years of experience at a supervisory level in the fields of Human Rights, humanitarian/refugees law or justice;

- Experience in Human Rights monitoring, investigating and reporting, and/or fight against gender-based violence (GBV) and/or child protection, and/or capacity building and skills in training civil society organisation and authorities in the field of Human Rights and justice is an asset.

2. Relevant skills and competences:

Functional Skills

- Excellent drafting, reporting and analytical skills;
- Computer literacy;
- Excellent communication and negotiating skills;
- Excellent planning and organizational skills; and
- Conflict analysis capabilities and other relevant skills relating to Human Rights would be added advantage.

Personal Abilities

- Ability to work in a team and maintain team spirit;
- Ability to work in a multicultural environment; and
- Ability to work under pressure, and to act with discretion in a politically sensitive environment and to establish good working relationship both with Government authorities, international and local organisations and colleagues;

Knowledge and Understanding

- Knowledge of human rights and political situation in Burundi and the Great Lakes region at large; and
- Good knowledge and ability to evaluate and integrate information from a variety of sources and assess their impact on the human rights situation in the assigned country.
- A good understanding of the African political and conflict environments;
- A good knowledge of institutional mandates, policies and guidelines related to human rights;
- A good knowledge of the African Human Rights System and other relevant international Human rights and humanitarian laws.

3. LANGUAGE REQUIREMENT:

Proficiency in at least one of the African Union working languages (English, French, Arabic, Portuguese); knowledge of other working languages would be an added advantage.

4. TENURE OF APPOINTMENT:

This appointment shall be for a period of 11 months with possibility of extension based on satisfactory performance and availability of resources.

5. GENDER MAINSTREAMING:

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

6. REMUNERATION:

The salary attached to the position is a monthly lump-sum of US \$ 6,640.64 inclusive of all allowances and benefits for internationally recruited staff on short term contracts, and US \$ 5,330.50 inclusive of all allowances and benefits for locally recruited staff on short term contracts.

- Attach detailed and updated curriculum vitae/resume including three (3) referees with good knowledge. Of candidate's work, please, provide referees' contact details – telephone and e-mail addresses.
- Copy of valid passport.
- Certified copies of educational qualifications – degrees, diplomas and certificates, where applicable (Not more than 5 Documents in PDF Format, and not exceeding 1 MB).
- Please be aware that only complete applications will be considered.
- Please note that only shortlisted candidates will be contacted

How to apply

Applications must be made through the AUC E-recruitment Website
<http://www.aucareers.org> no later than 24 November 2019.

Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and language skills. Each applicant must bear in mind that submission of incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application.

Directorate of Administration and Human Resource Management
African Union Commission

Contract Type

Fixed Term Contract

Employment Fraction

Full-time

Branch

AU Liaison Offices – Burundi